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NAL Strategic Plan – Key Result Areas and Goals

In February 1993 the National Agricultural Library (NAL) initiated a strategic planning process to provide a framework for moving into the next century. At that time the impending change of NAL directors, proposed reorganization of USDA and merger of NAL into ARS, efforts to reinvent government, and rapid changes in information technology, led NAL's senior management to recognize the need to develop a shared vision and plan for how to achieve that vision. After departmental reorganization, USDA and ARS began their own strategic planning processes, and NAL had a headstart as it integrated into the departmental process.

The first phase of NAL's strategic planning process was completed in 1994 and resulted in the publication of NAL's new "Mission," "Values," and "Vision" statements.

(See KRA's & Goals, page 2)

The Fifth U.S./Central and Eastern European Agricultural Library Roundtable

Karlík and Prague, Czech Republic, September 11-16, 1995

by Jana Skládalová, Director, Central Food Library, and Ivo Hoch, Director, Central Agricultural and Forestry Library, Prague, Czech Republic

The fifth meeting of representatives of agricultural libraries and information institutions from the USA and the Central and Eastern European countries was organized by the Institute of Agricultural and Food Information (Central Food Library and Central Agricultural and Forestry Library) in Karlík and Prague, Czech Republic. The event was done in coordination and cooperation with the U.S. National Agricultural Library, under the auspices of the Czech Ministry of Agriculture. Grants and financial assistance were provided by NAL/USDA, USAIN, Iowa State University, Joseph and Patricia Howard, and by the international companies, ExLibris and

EBSCO-BONUS.

The 5th Roundtable — with the title, "Internet and the International Agricultural Information System: Access and Use"—was held in a village called Karlík and in Prague. The village of Karlík, with its hotel of the same name (site of the meeting), is situated about 30 km southwest of Prague in a recreation area covered with forests. Most sessions of the Roundtable were held in this former training center of the Czechoslovak Scientific-Technical Society. For the Internet demonstrations, the Roundtable moved to the Prague Technical University and to the Central Agricultural and Forestry Library and the Central Food Library, which are situated in the center of Prague.

Participating were twenty-five representatives from sixteen agricultural libraries and information centers from

(See 5th Roundtable, page 3)

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[For text of the "Mission," "Values," and "Vision" statements and a background report see "The Strategic Planning Process at the National Agricultural Library," *ALIN*, Vol. 21, Nos. 1-3, January-March 1995, pages 1-6.]

Subsequently, the second phase of the process began, focusing on identifying potential key result areas. Early in 1995, the KRA Team made recommendations for KRA statements to senior NAL management staff, and after the statements were evaluated, NAL staff set about adopting goals.

NAL staff have now completed the second phase of strategic planning—the development of three key result areas (KRA's) and eleven general goals. These are provided below.

The third phase of NAL's strategic planning has now begun. Over the next several months NAL staff will develop operational plans within the library's divisions and link those plans to the KRA's and general goals. Division staff will prepare specific goals, outline program activities, and identify performance measures.

The overall strategic plan for NAL will link to the strategic plan of USDA's Agricultural Research Service. Beginning in October 1996, the NAL strategic plan will be more formally integrated into the annual budget and administration cycle.

Anyone with questions or comments on NAL's strategic planning process should contact:

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Key Result Areas and Goals

KRA #1: Information Access and Management

Definition: The goals under this key result area address how the NAL staff will provide global leadership in the identification and implementation of new methods, techniques, and technologies to improve access to, and management of, agricultural information.

General Goal 1: Information services

Create conditions by which NAL's diverse customers can efficiently and cost effectively identify, locate and obtain desired information on agricultural topics.

General Goal 2: Electronic access

Enhance access by contributing to the content, organization, and management of the Information Superhighway, especially as it relates to agricultural topics.

General Goal 3: Information products

Create products that support information needs in a changing agricultural environment, and make them widely available through electronic publishing, Internet access, and state-of-theart storage and retrieval methods.

General Goal 4: Outreach

Promote the availability and use of NAL's resources and information products.

General Goal 5: Training

Develop and implement programs that enable customers and staff to take full advantage of current and emerging technologies and information systems.

KRA #2: Collection Enhancement and Preservation

Definition: The goals under this key result area address how the NAL staff will ensure that agricultural information essential to the Nation is identified, acquired, and preserved at the local, national, and international levels.

General Goal 6: Resources

Identify information resources relevant to new developments that facilitate the progress of agriculture.

General Goal 7: Preservation

Preserve landmark works in agriculture and the fields related to agriculture to ensure the legacy of NAL's collection as a national treasure.

General Goal 8: Cooperation

Promote cooperative programs at the local, national, and international levels to provide coordinated collection development, access, and preservation.

KRA #3: Human Resources Development and Utilization

Definition: The goals under this key result area address how the NAL staff will create an organizational climate that produces a high performance work force by encouraging staff innovation, communication, and teamwork, and by implementing an integrated training and development program that focuses on the continuous improvement of technical, professional, and interpersonal skills.

General Goal 9: Organizational climate

Use quality management principles to create a flexible and team-oriented environment that is customer-driven and action oriented.

General Goal 10: Staff quality

Attract, develop, and maintain a skilled, versatile, competent, and diverse work force for the future.

General Goal 11: Facilities

Provide a physical environment that is safe, well-equipped, and conducive to productivity.

– Keith Russell April 19, 1996



photo courtesy of Marcela Chrenekova

Participants in the 5th Roundtable pose before the Prague Castle.

(5th Roundtable, from page 1)

fourteen countries: Albania, Belarus, Croatia, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Russia, Slovak Republic, Slovenia, Ukraine, and USA. We have missed Romania this year.

The participants were greeted by Mr. Ctibor Perlín, Director of the Institute of Agricultural and Food Information, and Ms. Pamela André, Director of NAL. Mr. Petr Kohout, representative of the Czech Ministry of Agriculture, spoke about "Agriculture and Agricultural Research in the

Czech Republic." Mr. Perlín dealt with "Scientific Information in Agriculture and Food Science," and Mr. Hoch, Director of the Central Agricultural and Forestry Library, Prague, talked about "Agricultural Libraries in the Czech Republic." The chief librarian of the U.S. Embassy, Ms. Marta Nálevková gave an overview of "Activities of the USIA Library in Prague." These first session presentations initiated a vivid discussion focused mainly on the state of the art of agriculture, agricultural research, and agricultural information after the splitting of the Czechoslovak Republic into the Czech Republic and the Slovak Republic.

Presentation of the CASLIN (Czech and Slovak Libraries Information Network), given by its Director, Mr. Martin Svoboda, and two vendor product demonstrations (OCLC and ALEPH System) concluded the general part of the program.

The Internet session was launched by Ms. Pamela André with her presentation, "Agriculture and the Internet: Revitalizing the Rural Landscape." Ms. Eleanor Mathews, the head of the Reference and Instruction Services Department, Iowa State University, followed with her paper on "International Cooperation" between the Iowa State University Library and the Central Scientific Agricultural Library of the Russian Academy of Agricultural Sciences and the Central Agricultural Library of the Ukrainian Academy of Agricultural Sciences.

The representative of each library participating in the Roundtable who signed the Joint Program of Cooperation made a presentation about his or her library and included the three following topics:

- cooperation between libraries;
- state of the art of the library's automation and use of the Internet; and
- main problems of the library and potential solutions.

Cooperation between Roundtable libraries, especially journal and book exchange, is running quite well. Also document delivery service and information transfer are being provided much more cooperatively now that the librarians know each other.

As for library automation, there are still great differences between Roundtable libraries. However, substantial progress has been made in all libraries since the 4th Roundtable. For example, Ms. Aino Kriegerberg, Deputy Director of the Library of the Estonian Agricultural University in Tartu, said in her presentation: "Last year in Nitra I was complaining that we did not have any computers, only promises and hopes. Today I can say that we have already four computers which were interconnected into a network at the beginning of August, this year...," and now the staff hope to receive computers for their extension libraries situated in faculties and connect them with the network of the main library.

Another good example was given in the presentation by Ms. Heroina Deliu, bibliographer of the Scientific Library of Tirana Agricultural University, who said, "During June and July of 1995, with the assistance of the SARA project, five new computers have been installed in the library: one class A computer system and four class B computer systems. These computers have been connected in a network."

Micro CDS/ISIS, developed and

produced by UNESCO for library automation, is being used by most of the Roundtable libraries. ALEPH, produced by Israeli ExLibris, has been operating since January 1995 in the Hungarian National Agricultural Library and Documentation Centre in Budapest. VTLS is being used in the U.S. National Agricultural Library, Beltsville. Some libraries use or will use the software of their domestic production with compatible outputs.

Let us have a look at how use of the simpliest tool of the Internet, E-mail, has changed since the last meeting. While in 1994 only 4 of 15 Roundtable libraries were using E-mail, in 1995 the ratio is much better, 12 of 14. E-mail was the principal communication tool between the National Agricultural Li-

brary, the organizers of this 5th Roundtable and the participants. As regards the other tools of Internet—WWW, FTP, Gopher, Telnet, etc.,—they are not commonly used by most of the libraries, but their number is growing. The reasons are not only the lack of money for Internet installation but also the poor quality of public telecommunications. The libraries know the advantages of "being connected to the Internet" and we believe their directors will do their best to get their libraries connected.

The majority of libraries have the same problems—they have a lack of funds for the purchases of library materials, new computers with higher memory capacity to run more demanding software, and fixed telephone lines



photo courtesy of Ivo Hoch

Jana Skládalová receives a framed copy of the cover of a rare Czech seed trade catalog in NAL's Special Collections from Pamela André while Ctibor Perlín also participates in the final ceremony of the 5th Roundtable. for Internet connections. Librarians do not have enough professional skills to work with new information technologies, and even more serious, there are not enough librarians since librarian jobs are not paid well. And, the last, but not the least, problem is the deficiency of space in the libraries and their stacks. These problems are really significant; some libraries have already solved some of them and can advise the other libraries how to create solutions or help them in other ways.... And this is the reason why we meet every year.

For the Sixth Roundtable, we will be returning to the United States, the host country of the first Roundtable held in 1991. At the business meeting which was held on the final day of the Roundtable, the participants accepted the in-

vitation of Pamela André to host the Sixth Roundtable during the Joint Conference of the United States Agricultural Information Network (USAIN) and the International Association of Agricultural Information Specialists to be held in Tucson, Arizona, in April 1997. The Roundtable attendees will have the added bonus of attending and participating in the USAIN/IAALD conference, "The Information Frontier: Linking People and Resources in a Changing World," thanks, in part, to the generous assistance that is being provided by USAIN. We will look forward to springtime in the desert and, most importantly, to the opportunity to meet and network with our agricultural library colleagues from around the

The following report is reprinted with permission from *Quarterly Bulletin of IAALD*, 40(2/3):78-81, 1995, as a service for *ALIN* readers and to increase access to the report of the meeting.

IAALD IXth World Congress Held in Melbourne, Australia

Antoinette Paris (Toni) Powell, Editor, Quarterly Bulletin of IAALD and Director, Agriculture Library, University of Kentucky

Photos by Keith Russell Deputy Director, National Agricultural Library

The IXTH World Congress of the International Association of Agricultural Information Specialists (IAALD) met in Melbourne, Australia January 23-26, 1995. The Congress was hosted by the Agricultural Information Association of Australasia with H. Stuart Hawkins presiding. The conference theme was "Communicating Agricultural Information in Remote Places," and 114 delegates from around the world attended. The conference opened with a reception in the rose garden of St. Mary's College at the University of Melbourne, Sunday evening, June 22nd. The reception was sponsored by the International Food Information Service, and attendees made new and renewed old acquaintances with good food and drink in a beautiful setting.

The business of the Congress began on Monday, January 23rd with welcoming remarks by David Penington, Vice-Chancellor of the University of Melbourne and Joseph Howard, President of IAALD. The Congress was officially opened by Mr. Malcolm Fraser, former Prime Minister of Australia, followed by a keynote address by Pamela André, Director of the U.S. National Agricultural Library. An invited ad-



photo courtesy of Ivo Hoch

Eleanor Mathews of Iowa State University, a Roundtable speaker, and her husband, Jerry Mathews, join the other Roundtable participants in closing festivities.



IAALD Board, 1995-2000, (L-R) C. Robertson, J. van der Burg, J. Kawasaki, Q. Zhang, E. Hesse, V. Pozdnyakov, A. Powell, A. Mangstl, P. André, T. Niang, J. Bombini de Moura. Missing: M. Bellamy, S. Agha, J. Sison, J. Beecher.



Margot Bellamy IAALD Secretary/ Treasurer

dress by Theindou Niang of CTA (filling in for the ailing D. Assoumou Mba, Director of CTA) completed the morning session. After an excellent lunch at St. Mary's College the group split into concurrent sessions.

Session No. 1, "Sustainable Information Systems," was chaired by Jan van der Burg and included three papers on the topic from Mali, United Kingdom, and France. Concurrent Session No. 2, "Information Delivery in Latin America," chaired by Jacques Schippers had four papers from Colombia, Mexico, Brazil, and Mexico. Following

a refreshment break Concurrent Sessions No. 3 and 4, "Disseminating Information to Extension Workers and Farmers," chaired by Michael Ferres, and "Specialized Networks," chaired by Rosemary Blakeney, brought together papers on the topics from Uganda, Australia, Japan, Senegal, Taiwan, and Finland. The day ended with a focus session on "CABI" at St. Mary's College.

The second day of the conference saw another day packed with information. The day began with an all conference session chaired by William Posnet. This session included a paper on international partnerships presented by Colin Ogbourne of CAB International and a paper on new information technologies by Pierre Dandjinou of CICIBA in Gabon. The group then broke into concurrent sessions after the morning break for Concurrent Session No. 5, "Communication Methods and Rural Development," chaired by Brian Lee, and Concurrent Session No. 6, "Technological Innovations," chaired by David Dyson. These sessions once again

spanned the globe with the papers from Australia, Nepal, China, the United Kingdom, and Japan. The afternoon sessions, "Information and Cultural Remoteness," Concurrent Session No. 7, chaired by Antoinette Powell, and "Australian Information Networks," Concurrent Session No. 8, chaired by G. Rimmington, offered a variety of papers dealing with both culture and technology. The remainder of the day provided the attendees an opportunity to browse the Poster Session.

The Poster Session, located in the Arts Hall brought together a variety of displays from around the world. The sessions ranged from agricultural libraries in the Republic of Croatia to the availability of factual data in an information network. The posters were nicely displayed and attendees had ample opportunity to discuss the projects with the presenters of the sessions. It also gave attendees time to talk among themselves. Also included in the session was an IAALD table where business was brisk with people interested in the organization.

Tuesday evening gave conference attendees an opportunity to mingle with one another at a reception and dinner generously provided by CAB International. Following an excellent meal, Derek Tribe, Emeritus Professor and Executive Director of the Crawford Fund for International Agriculture and author of *Feeding and Greening of the World* gave an after dinner address. Dr. Tribe addressed the group about the information gap between developed and developing countries. It was a thought-provoking presentation that was enjoyed by all.

Wednesday was a business day for IAALD with the General Assembly meeting followed by a strategic planning session. Following the various reports Carol Robertson and Rita Fisher of the World Directory Working Group officially granted IAALD a check for \$40,000 to be added to the



Stuart Hawkins



David Penington



Joseph Howard



Malcolm Fraser



Pamela André



Theindou Niang



Colin Ogbourne



Pierre Dandjinou



Derek Tribe



Helga Schmid



Christine Silvy



Jan van der Burg

Education and Training Fund. This check represented the sales of the first edition of Agricultural Information Centers: A World Directory. The general assembly was followed by an interactive strategic planning session to direct IAALD for the next five years. Wednesday afternoon was free time for the attendees with some tours offered to those that wanted to take advantage of them. Two tours were offered, The Puffin' Billy Tour, and the most popular tour, The Penguin Parade.

The Penguin Parade took conference attendees to Phillip Island, an area of approximately 100 square kilometers that is the home of one of the largest colonies of Fairy Penguins in existence. The tour visited the Nobbies, a cluster of tall rocks where some 5,000 seals live and breed. The highlight of the tour was the parade of Fairy Penguins returning from the sea at dusk after a day's feeding. They waddled onto the beach within touching distance on their way to their burrows.

The Puffing Billy tour took conference delegates through the Dandenong Ranges to Belgarve to board the "Puffing Billy," the oldest steam railway operating in Australia, and the sole surviving locomotive designed for narrow gauge tracks. The train took the attendees to Menezie Creed for a visit to Fergussons Winery where lunch and wine tasting was provided. Following lunch, a trip to the Healesville Wildlife Sanctuary, recognized as one of Australia's best, enabled delegates to wan-



Rita Fisher and Carol Robertson present IAALD with a check for \$40,000, received by Joseph Howard, President.

der through bushland and view kangaroos, platypus, wombats, lyrebrids, colorful parrots, emus, and other species in close quarters. Delegates taking the tours greatly enjoyed themselves.

It was back to business on Thursday with two plenary sessions beginning the day. Carol Robertson chaired the session which included a paper by Helga Schmid from FAO in Vienna and one by Christine Silvy, from INRA in France. Delegates then participated in the Concurrent Sessions No. 9 or 10, "Using the Internet for Information Delivery," chaired by Pamela André, or "Overcoming Distance with Technology," chaired by Peter Walton. An additional 6 papers were presented at

these sessions offering a wide array of views on the topics from the U.S., United Kingdom, and Nepal. After a final lunch at St. Mary's College, the delegates reassembled for the last two concurrent sessions. No. 11, "Taking Information to Remote Locations," chaired by Kate Irving, represented activities in both Australia and the U.S. Current Session No. 12, "Technology Applied to Development," chaired by John Metcalfe, had papers with wide geographic representation on the subject. The papers delivered were from the U.S., Germany, and India. After refreshments attendees reassembled as a group for the closing session. Retiring IAALD President Joseph Howard made his final remarks and turned the

conference over to incoming president, Jan van der Burg.

Dr. van der Burg then officially recognized the members of AGRIA who worked so hard to make the World Congress happen: David Dyson, Michael Ferres, Kate Irving, Dianna McClellan, Pauling McGinnes, Jenny Stocks, Rosemary Blakeney, Ann Hanger, and Peter Walton. Stuart Hawkins, over all conference chair, and Michael Sullivan, who managed the conference, were given special recognition. The congress ended with the installation of the new IAALD Board.

A highlight of the IXTH IAALD World Congress was Melbourne itself. This beautiful coastal city was warm and friendly, and Congress delegates enjoyed the warm weather, good food, and congenial hosts. Some delegates traveled on to other parts of Australia and enjoyed more of the beautiful country. Our hats off to Stuart Hawkins and AGRIAA for providing IAALD with an excellent IXTH World Congress and hospitality that is going to be hard to beat.

For those of you unable to make the trip to Melbourne, we won't be able to give you Australian hospitality, but IAALD is bringing the Conference to you. Thanks to the surplus money from the conference, the papers presented at the IXTH World Congress will be published in 1996. *Quarterly Bulletin* numbers 1 and 2 will be slightly larger than normal and will have the full text of the papers presented at the Congress. Watch for it in 1996.



Ann Fox of Oregon State asks a question.



Toni Powell, IAALD Editor, wrote this report.



Keith Russell made all except this photo (by D. Starr).



The IAALD Logo.



USAIN Update, March 1996

by Barbara Hutchinson

Submitted by Toni Powell USAIN President

USAIN Report

At the USAIN Update session held at ALA Midwinter, January 19, 1996, in San Antonio, Texas, Toni Powell, President of USAIN, reported on USAIN's Board Meeting, and other reports were made as follows:

Conference Report. Plans are proceeding for the 1997 USAIN Conference. The Conference will be in Tucson, Arizona, April 3-5, 1997. There will be a preconference on April 2nd and the 6th NAL/Central & Eastern European Round Table may meet on April 1 with those librarians attending the conference. The USAIN Conference will be a joint conference with the International Association of Agricultural Information Specialists (IAALD) and will have an international theme. More will be reported on the conference on USAIN-L as the details become finalized.

Preservation. The Preservation Committee has submitted a grant proposal to the National Endowment for the Humanities to begin preservation activities in 8 states. Cornell University will take the lead on this project. States participating are: Alabama—Auburn, California—Berkeley, Connecticut, Florida, Nebraska—Lincoln, Pennsyl-

vania State, Texas A & M, and Wisconsin-Madison. We should hear on the grant in July.

Bylaws. The USAIN bylaws are undergoing a serious revision. Copies of the revision will be sent to all USAIN members for review and then discussion of the bylaws will be held at SLA and ALA. They should be put to the membership for a vote in the summer.

Draft Strategic Plan. Once the bylaws are ratified, USAIN will turn its attention to planning and a direction for the organization. A draft plan has been completed but will not be seriously worked on until the bylaws are finished.

USAIN-L. Toni Powell ended the USAIN portion of the meeting by asking members to join the listserv, USAIN-L. USAIN hopes to use it as a vehicle to keep members informed about issues important to agricultural information and as a forum for members to exchange information.

NAL Report

Keith Russell, Deputy Director of NAL moderated the National Agricultural Library Update portion of the session.

Strategic Planning. Key result areas are collections and preservation, access and management, and human resources. A revitalization of relationships with land grants is a priority.

International Activities. The 5th Central & Eastern European Roundtable was held and plans are being made for the 6th in conjunction with the USAIN Conference in Arizona. The relationship with the Egyptian National Agricultural Library also continues. NAL has been invited to identify a visiting librarian to spend 3-6 months at the USDA Biological Control Laboratory in Montpellier, France.

Automation. Gary McCone, Associate Director for Automation, reported that the AgNic Reference module is being worked on. The Electronic Information Initiative (EII) is going forward with an electronic media center.

Public Services. Maria Pisa, Associate Director for Public Services, reported that Web activities continue. Money was received for preservation based on the National Preservation Plan and the NAL/Land Grant Microfilming efforts will be reviewed. Defining the NAL Archives, binding, and security in Special Collections are also on the agenda. An electronic media center has been created, work is still being done on document delivery, stack space continues to be a problem, and the Cochran fellowship for foreigners to come to the U.S. is available.

Technical Services. Sally Sinn, Associate Director for Technical Services Division, reported that the Technical Services Division is making the transition to describing electronic formats. There is a home page for TSD, Cataloging, and Indexing.

Customer Service. Robyn Frank reported on the customer service survey and Robyn is now on loan to another USDA office to work on customer service.

ALIN on the Web. Keith Russell reported that ALIN is now on the Web and asked attendees to look at it and critique it. The URL is:

http://www.nalusda.gov/alin/

[EDITOR'S NOTE: The above is an edited version of the report submitted by Toni Powell to USAIN members.]

USAIN Update, May 1996

Antoinette Paris (Toni) Powell, USAIN President Director, Agriculture Library, University of Kentucky

The USAIN Executive Council has been active since our last communication. Since our meeting in San Antonio in January we have revised the Bylaws, developed a working draft of a strategic plan for the organization, made progress in our preservation program, and have the framework for the 1997 conference in place. It has been an active five months for a number of people but we feel the organization is making progress.

The bulk of our time for the past few months has been in revising our Bylaws. Kay Mowery has led the effort and a copy of the revised Bylaws has been sent to members for consideration. Enclosed with the Bylaws was a ballot for their ratification. The due date on the vote is one week after the ALA conference. Members will have an opportunity to ask for clarification of these Bylaws at both ALA and SLA or if you wish, by e-mail to:

apowell@ca.uky.edu

A member who agrees with the changes may cast a vote immediately. Any member who wishes to discuss the changes may wait until after the SLA and ALA meetings to vote. We want to give everyone an opportunity to comment on the changes. We hope USAIN members will take the time to read the Bylaws carefully.

USAIN will be participating at both ALA and SLA.

Plans are proceeding well for the USAIN/IAALD Americas Conference to be held in Tucson in April of 1997. The Call to Conference is being finalized and should be out in the near future. This gives USAIN members and ALIN readers an opportunity to participate in this important conference. We hope to have a mix of people contributing to different activities. The Conference Planning Group is working

hard to make the conference of value to a vast number of professionals. Watch your mail, USAIN-L, and ALIN for details as this conference unfolds. Barbara Hutchinson and her group are putting together an excellent program.

There will be some news in the near future about the USAIN Preservation Program but there have been some changes in the Committee. Bill Studer, who has co-chaired the Committee with Wes Boomgaardener, has asked to step down. I have asked Sam Demas of Cornell University to fill Bill Studer's position and Wes Boomgaardener to continue in the co-chairmanship. Both have agreed to do so. I want to publicly thank Bill for all of his efforts on behalf of USAIN and also Wes and Sam for agreeing to continue with this important effort. I think 1996 will be the year that this Preservation Project will leap forward.

Finally, Norma Kobzina has passed

along the election results. I am happy to report that the USAIN Executive Council for 1996/97 will be Barbara Hutchinson, Dana Boden, Anne Fox, Kay Mowery, Andrea Powell, and Toni Powell, with Robyn Frank as the NAL Liason. Amy Blair will continue on as Secretary/Treasurer. We sincerely appreciate the vote of confidence we received from the membership and hope that we live up to expectations. USAIN is slowly being put back on track, and we think the next two years will be exciting ones.

I hope to see some of you at SLA. Please remember that I plan to use USAIN-L as a way to keep all of you informed. If you have not signed up, please do, so we can truly became an Agricultural Information Network.

[EDITOR'S NOTE: The above is an edited version of a letter from Toni Powell to USAIN members.]



National Libraries Update Veterinary Science Policy

The National Agricultural Library (NAL), National Library of Medicine (NLM), and Library of Congress (LC) recently completed an update of the joint collection development policy statement for coverage of veterinary science and related subjects. The original policy was published in 1985 and described only the collections of NAL and NLM. The new policy reflects changes in collecting focus at NAL and NLM during the past decade

and includes information on LC's coverage of veterinary science.

Clarifying the collecting emphases of the three libraries will help to eliminate unnecessary duplication of collection efforts and will assist users in determining the most appropriate source for particular materials.

Together NLM, NAL, and LC attempt to collect, retain and preserve all significant information on veterinary science. However, many aspects of the subject are collected and treated differently at each institution depending upon the needs of its users.

NAL collects comprehensively in all areas dealing with the treatment and health maintenance of animals, as well as their diseases, anatomy, and physiology. NAL also strives for comprehensive coverage in animal husbandry, breeding, training, and nutrition. NLM's collecting emphasis is on veterinary science as it relates to human health and biomedical research.

Both NAL and NLM collect materials on laboratory animal care and welfare, ethical issues, and alternatives to the use of laboratory animals. The creation of the Animal Welfare Information Center at NAL in 1986 increased NAL's collecting in all aspects of laboratory animal science, including training and education of animal caretakers, ethics, transportation and acquisition of animals, and environmental factors affecting laboratory animals.

LC collects materials on ethics and legislation relating to laboratory animals, works on the parasitology and toxicology of plants and animals as they affect the food supply, the economy and the well being of humans. LC also has a strong basic collection of U.S. copyrighted works on pets and pet care and English language works on wildlife in captivity and wildlife rehabilitation to complement the Library's collection strength in biodiversity.

The joint statement summarizes NAL and NLM collecting levels in some 37 categories of veterinary science and includes information about accessing these materials through document delivery and user services from the national libraries.

The complete policy statement is available on the Internet through the NAL gopher at the address:

gopher://gopher.nal.usda.gov: 70/00nalpub/coldevpol/vetsci

and is available through NAL's site on the World Wide Web at:

http://www.nal.usda.gov/acq/ cdvetsci.htm

NAL's Collection Development Manual is also available at NAL's site on the World Wide Web at:

http://www.nal.usda.gov/acq/cdatnal.htm

Ellen Pletsch Hamilton& Sally Sinn

NAL at ALA

The National Agricultural Library and its staff will be participating in the American Library Association annual meeting in New York, July 4-11.

NAL Exhibit

The NAL Exhibit will be in booth 416. Javits Convention Center.

USAIN/NAL Update Session

At ALA the USAIN and NAL updates will be presented at a joint meeting on Friday, July 5, from 4:00 to 5:30 p.m., in the Javits Convention Center, Room 1A16. Pamela André will make the NAL presentation, which will include short presentations by other staff, including Keith Russell on the AgNIC Reference Pilot Project. Robyn Frank will conduct the USAIN part of the program on behalf of the USAIN Executive Council. There will be an opportunity to discuss the revised USAIN Bylaws as desired by those present.

Staff Presentations, Meetings, etc.

Maria Pisa, President of the Federal Librarians Round Table announces the following FLRT activities at ALA: Saturday, July 6, Membership meeting, 8:00-9:00 a.m., at the Hilton, Gramercy Suite; The Annual Program, "Virtual Libraries in the Federal Sector," 9:30 a.m. - noon, Hilton, Gramercy Suite; Annual Awards Luncheon follows the program, Hilton, Beekman Parlor.

Pamela Q. J. André, NAL Director, and Eleanor R. Mathews, Head, Reference and Instructional Service Department, Iowa State University Library, will team up to present "Networking Agricultural Information in Central and Eastern Europe" in New York at the ALA session Libraries in Rapids: Challenges and Changes sponsored by the International Relations Committees of PLA, ACRL, ALCTS, and LITA. Other speakers at the same program will be discussing topics related to libraries, information technology, and social issues in India, Armenia, Germany (global education),

and Mexico. This presentation will be on Sunday, July 7, 9:00-11:00 a.m., at the Plaza Hotel, Rose Room.

NAL Secretarial Advisory Council Established

On December 14, 1995, NAL Director Pamela André established the National Agricultural Library Secretarial Advisory Council (NALSAC) to serve the NAL Management Team in an advisory capacity on new initiatives which impact administrative support employees in the organization. The Council will provide input and serve as liaison to the National Agricultural Library representative to the Agricultural Research Service (ARS) National Secretarial Advisory Council on matters which impact administrative support employees Agency-wide and will work to enhance the secretarial profession through training, mentoring, and recognition programs. The goal of the council is to ensure that NAL has highly skilled professionals working in partnership with management to meet the secretarial and administrative needs of NAL in the future.

As specified in its charter, the Council is composed of representatives of various grades and series of NAL secretarial staff from all major units of the Library. The representatives currently serving on the Council are: Ann Palmes, Technical Services Division and Chair; Gail DeAtley, Public Services Division and Recorder; Shirley L. Evans, Office of the Director; and Phyllis Bickerton, Information Systems Division. Mary Silva, NAL representative to the ARS National Secretarial Advisory Council, serves as technical advisor to the NALSAC.

The Council has identified and is working to accomplish several goals during the next year. These goals include: 1) convening quarterly administrative support all-hands meetings with information-sharing agendas to improve communication; 2) compila-

tion and publication of an administrative procedures handbook for NAL; 3) implementation of quarterly career development training opportunities for administrative support staff; and 4) working with management to implement a medical emergency procedure plan for staff and customers.

Anyone seeking more information about the National Agricultural Library's Secretarial Advisory Council should contact: Ann Palmes National Agricultural Library ARS, USDA 10301 Baltimore Avenue, Room 002 Beltsville, Maryland 20705-2351

> Telephone: (301) 504-6806 TDD/TTY: (301) 504-6856 Fax: (301) 504-5243 Internet/E-mail: apalmes@nal.usda.gov

-Shirley L. Evans & Mary L. Silva

fat, and cholesterol.

- Choose a diet moderate in sugars.
- Choose a diet moderate in salt and sodium.
- If you drink alcoholic beverages, do so in moderation.

Many press releases on the new Dietary Guidelines made note of the fact that the Guidelines are now available on the World Wide Web. They are on the CNPP home page with the entire text of the Home and Garden Bulletin containing the supporting information and data at the URL:

http://www.usda.gov/fcs/cnpp.html

What readers did not learn from the press releases is that the Guidelines are located on the home page of NAL's Food and Nutrition Information Center (FNIC), and a link is provided to the CNPP home page. FNIC staff helped CNPP staff and contractors put the Guidelines into the World Wide Web. (FNIC had also put the 1990 guidelines online.) Although FNIC staff did not actually code the Guidelines, they helped CNPP understand the power of the Web and the need to make sure the links were correct, and edited the coding to catch errors. This information management support is a valuable role for the National Agricultural Library to play within USDA.

The Home and Garden Bulletin text plus the Report of the Dietary Guide-lines Advisory Committee providing the background on changes from previous editions are available both in HTML (Hyper Text Markup Language) and in PDF (Portable Document Format) which provides access to a well-formatted printed version of the document. For direct access via the FNIC home page, the URL is:

http://www.nal.usda.gov/fnic/

After the Guidelines were put online, FNIC staff gave USDA and DHHS nutrition staffs a presentation entitled "Thinking Beyond the Printed Page." This included demonstrations of Internet/World Wide Web access to food and nutrition information, helped both staffs envision how to put their own documents on the Internet WWW,



Dietary Guidelines Online with FNIC's Help

by Sally Anger, FNIC, NAL

At a joint news conference on January 2, 1996, Agriculture Secretary Dan Glickman and Health and Human Services Secretary Donna E. Shalala presented the fourth edition of *Nutrition and Your Health: Dietary Guidelines for Americans*. Glickman introduced them in the following manner:

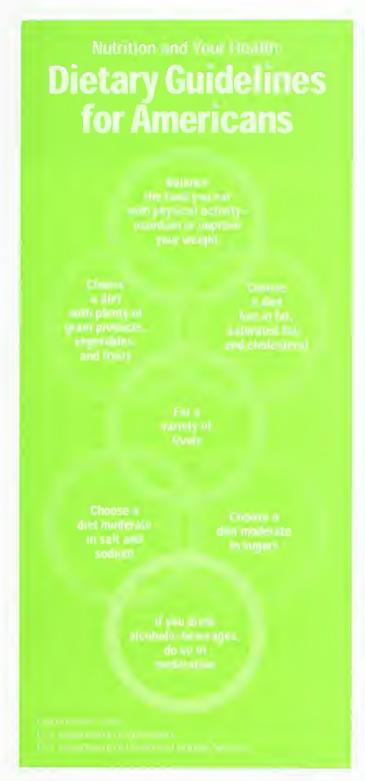
The 1995 Dietary Guidelines provide sound, no-nonsense advice to help American consumers build healthy diets for themselves and their families. Moderation and variety in food choices are essential to healthy diets. Consumers should look to the bounty of American agriculture, seen in grocery stores and markets across the country, for help planning nutritious, economical and good tasting meals.

The Dietary Guidelines for Ameri-

cans, first released in 1980 and revised in 1985, 1990, and again in 1995, are published jointly by the U.S. Department of Agriculture (USDA), through its Center for Nutrition Policy and Promotion (CNPP), and the U.S. Department of Health and Human Services. The printed version is part of USDA's series Home and Garden Bulletin, No. 232. The Dietary Guidelines provide the basis for Federal nutrition policy and nutrition education activities. The 44-page bulletin presents advice for healthy Americans ages two years and over about making food choices that promote healthy eating and prevent disease. It includes discussion of issues related to diet, health, exercise, and food composition, including tables, charts, graphs, and lists, such as sources of some essential vitamins and minerals.

The 1995 Dietary Guidelines are:

- Eat a variety of foods
- Balance the food you eat with physical activity maintain or improve your weight.
- Choose a diet with plenty of grain products, vegetables, and fruits.
- Choose a diet low in fat, saturated



and helped whet their appetites to do it. FNIC is now actively involved in helping staffs of USDA food and nutrition programs to make their information available electronically.

In the January-March 1996 issue of *ALIN*, the lead article on the "NAL Home Page on the World Wide Web" indicated that in January 1996, web server accesses to the National

Agricultural Library jumped to 123,439 from an average of 33,000 in December 1995 and earlier. This jump was largely due to the on-line version of the *Dietary Guidelines for Americans*.

Printed Copies

To obtain single or multiple copies of the *Home and Garden Bulletin, No. 232, Nutrition and Your Health: Dietary Guidelines for Americans*, Fourth Edition, 1995, send your name, address, and check or money order for 50 cents for each copy, made payable to the "Superintendent of Documents" to: Consumer Information Center, Department 378-C, Pueblo, Colorado 81009. There is no discount for multiple copies.

If you want to have your own copies printed professionally, call the Center for Nutrition Policy and Promotion at (202) 418-2312 and ask about obtaining a disk copy. Also ask about format, specifications, and related details.

Additional Electronic Access

Internet via gopher (text only)
 Use the gopher address:

gopher.nal.usda.gov

From the menu displayed choose NAL Information Centers, then Food and Nutrition Information Center, then Nutrition and Your Health: Dietary Guidelines for Americans.

- Fedworld Electronic Bulletin Board (text only) From your modem, call 703-321-3339. Follow directions to the Food and Consumer Service library of files.
- AG NewsFax

A backgrounder and a press release about the Dietary Guidelines is available from AG NewsFax, USDA's fax-on-demand system. Call (202) 690-4370 from your fax machine; press 1, then press 4. For the press release, press 0004; for the backgrounder press 0005. When you finish the selection, after the tone press 3#, then 3 to send, and finally at the tone, press the start key.

Additional Information

For more nutrition information, go to the Food and Nutrition Information Center World Wide Web site: http://www.nal.usda.gov/fnic/

Or contact:

Food and Nutrition Information Center National Agricultural Library, USDA, ARS 10301 Baltimore Avenue, Room 304 Beltsville, Maryland 20705-2351

> Telephone: (301) 504-5719 TDD/TTY: (301) 504-6856 Fax: (301) 504-6409 Internet/E-mail: fnic@nal.usda.gov

Technology Transfer on the WWW

TEKTRAN, the Agricultural Research Services' Technology Transfer Automated Retrieval System, is now available on the Internet's World Wide Web (WWW):

http://www/nal.usda.gov/tektran/tektran.html

TEKTRAN is a dynamic database containing nearly 13,000 interpretive summaries of research results. These are pre-publication notices, and as such, they forecast the future for improved food, feed, and fiber products and processes. TEKTRAN changes when scientists submit articles for publication and when previously submitted articles are published. TEKTRAN on the Internet is updated monthly.

TEKTRAN is a WAIS indexed database which allows users to search either the full text or specific parts of TEKTRAN records. For more information or assistance in searching TEKTRAN, please contact Kate Hayes of NAL's Technology Transfer Information Center at (301) 504-6875, TDD/TTY: (301) 504-6856, FAX: (301) 504-7098, or by email at:

ttic@nal.usda.gov

- Mary Stevanus

Directories of Experts in AgNIC

AgNIC managers have been identifying primary agriculture-related resources to be included in the AgNIC AgDB prototype. The latest to be included were a number of Internet directories of experts in agriculture-related subjects. A new directory has been added to AgNIC which facilitates access to these resources.

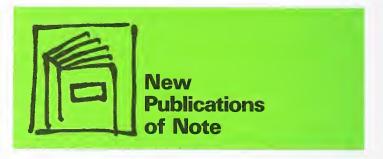
The directory is entitled "Directories of Experts in Agriculture" and includes hypertext links to 21 directories which range from modest, low budget, narrowly focused efforts (Mycologists Online), through more technologically sophisticated implementations (Arizona Water Expertise Directory), to highly ambitious, multidisciplinary, limited-access projects (COS:Researchers at specific institutions).

To access the "Directories of Experts in Agriculture," use the AgNIC menu. The URL for AgNIC is: http://www.agnic.org

Please check it out and e-mail any comments regarding improvements or enhancements of this product to: agnic@agnic.org

We would also appreciate any recommendations on other sites that should be included in the directory.

-Richard Thompson



NAL Issues 1996 List of Journals Indexed in AGRICOLA

The 1996 edition of the List of Journals Indexed in AGRICOLA (LJI) is now available from the National Agricultural Library. This publication lists pertinent information regarding journals currently being indexed for AGRICOLA (AGRICultural OnLine Access), NAL's computerized bibliographic database. Both printed and electronic versions are available.

The 1996 LJI updates previous editions and includes sections for titles added in 1995, titles no longer indexed, journals abstracted, an alphabetical listing by journal title, abbreviated titles, and a subject category list. The new LJI includes 1,400 journals currently indexed in AGRICOLA.

Journals are listed alphabetically by full title in the main section of the publication. In addition, each entry includes the abbreviated title, NAL call number, International Standard Serial Number (ISSN), place of publication, publisher's name, indexing coverage of the journal (e.g., indexed selectively or cover-to-cover), and indicates if abstracts are included in the AGRICOLA records.

The listing is an important reference tool for indexers, catalogers, reference librarians, and other users of AGRICOLA. It contains records for agricultural literature citations of journal articles, monographs, theses, patents, computer software, audiovisuals, technical reports, maps, manuscripts, and microforms. The 1996 LJI includes titles indexed for AGRICOLA as of January 1996. NAL's Indexing Branch updates the list annually to reflect additions, deletions, and other changes.

Electronic versions of the 1996 List of Journals Indexed in AGRICOLA can be found on the Internet World Wide Web at URL:

http://www.nal.usda.gov/indexing/ljitoc.htm and on ALF, NAL's electronic bulletin board. ALF can be reached via modem at 301-504-6510, 301-504-5111, or 301-504-5497, or via telnet:

telnet fedworld.gov

and then select: utilities; gateway; gov't systems; ALF.

To obtain a printed copy of the *List of Journals Indexed in AGRICOLA*, send your mailing address in an E-mail request to: imetcalf@nal.usda.gov

Or mail a self-addressed label with the request to:

Indexing Branch, Attn: LJI 1996

National Agricultural Library, ARS, USDA
10301 Baltimore Avenue, Room 011

Beltsville, Maryland 20705-2351

For additional information, contact Carol L. Dowling at the above address or:

Telephone: (301) 504-6829 TDD/TTY: (301) 504-6856 Fax: (301) 504-5213

Internet: cdowling@nal.usda.gov

- Carol L. Dowling

NAL Publishes Gwin Poultry Collection Register

by Joseph N. Swab, NAL

hen the late Dr. James M. Gwin, renowned poultry scientist and poultry industry leader, offered his collection of books and papers—well-known to the cognoscenti of the poultry world—to the National Agricultural Library in the late 1960's, he set into motion a series of events that continues today. The latest of these events was the Library's publication of *The James M. Gwin Poultry Collection; A Register of His Papers in the National Agricultural Library*.

ajor happenings in the series of events leading up to this publication included the passage by the 91st Congress of Public Law 91-591, *The National Agricultural Library Gift Act*, signed by President Nixon on December 28, 1970. This law, sponsored by Senator Robert Dole of Kansas and Congressman Fred Schwengel of Iowa, authorized the National Agricultural Library—as Under Secretary of Agriculture J. Phil Campbell stated at NAL on May 4, 1971, "to accept as gifts book and manuscript collections that are offered to it, or which come to its attention. It also opens the way for the Library to aggressively collect this important memorabilia of agriculture for permanent preservation as a national trust."

A s John Sherrod, NAL Director at that time, pointed out at a recent library reception, *The National Agricultural Library Gift Act* was the first recognition of the library as the National Agricultural Library in a Law of the United States. Prior to that time NAL existed as a national library through an administrative proclamation signed by Secretary of Agriculture Orville Freeman in 1962.

n. Gwin formally presented his collection of over 1,000 books and papers to NAL on May 4, 1971, at a ceremony on the south lawn of the library overlooking the pond and meadows. John Sherrod, NAL Direc-

tor, accepted the collection, with Under Secretary Campbell and Congressman Schwengel speaking about this gift from Dr. Gwin and about the NAL Gift Act. Guests at the ceremony, reception, and tour of the library included representatives of the poultry industry and the library community. Concert Band of High Point High School in Beltsville provided music. The Associates of the National Agricultural Library, created partly to help facilitate such gift donations, held the



photo courtesy of NAL Special Collections
Dr. James M. Gwin

first meeting of the association at the library on the same day.

win's papers, occupying 72 linear feet of shelf space, span the years 1916-1969 and consist of business correspondence pertaining to poultry associations, catalogs of poultry manufacturing firms, documents about early breeders in the poultry industry, egg and poultry legislation, materials from poultry science and industry meetings for each state in the U.S. and many foreign countries, and miscellaneous clippings related to eggs and poultry from various publications.

The National Agricultural Library Gift Act was the first recognition of the library as the National Agricultural Library in a Law of the United States.

A flyer handed to attendees at the ceremony at which Dr. Gwin presented his collection to the National Agricultural Library, described it partly as follows:

"A unique aspect of the collection is the great amount of commercial and allied industrial material. Complete files of catalogs from manufacturing firms, such as incubator catalogs, have been assembled. Separate files have been created for individual firms. This material, usually sent to prospective customers and handed out at trade exhibits, is quite important to the history of the industry.

"There are many files covering the early breeders in the poultry industry. These breeders made great contributions to the increase of breeds, as well as a living by selling hatching eggs, breeder stock, and baby chicks. Out of these efforts developed the great broiler industry, the broadbreasted turkey industry, and commercial flocks that could average 240 eggs per year.



The ceremony at which Dr. Gwin presented his poultry literature collection and papers to NAL, May 4, 1971, beside the NAL pond: (L-R) NAL Associates Executive Director Leila Moran, Congressman Fred Schwengel, Under Secretary of Agriculture J. Phil Campbell (speaking), NAL Director John Sherrod, Dr. James M. Gwin, and Kevin J. Keaney, Office of the Director, NAL.

"Posters, signs, and similar materials concerned with the progress of the poultry industry form an interesting portion of the collection."

n an October 1975 ALIN article, (Vol. 1, No. 10, pages 1-2), on the Gwin Collection, Alan Fusonie wrote about the books and pamphlets in the collection:

"Travels made by Dr. Gwin at home and abroad provided him with the opportunity to visit numerous second-hand bookstores in search of poultry literature. Not only did he acquire all eight The Associates of the National Agricultural Library, created partly to help facilitate such gift donations, held the first meeting of the association at the library on the same day.

editions of Bonington Mobray's A Treatise on Domestic Poultry, but also, in 1945, he purchased in Dijon, France, M. De Reaumur's Art de Faire Éclore et D'Élever ... des Oiseaux Domestiques (The

Art of Hatching and Bringing Up Domestic Fowls) in the original French edition of 1749.

"...Another rather unique item is the twenty-four page pamphlet entitled The Aviary; or a New and Entertaining History and Exhibition of Birds, Fowls, ... in which the Several Feathered Animals ... Are Historically Characterized ... (17–?)

"Finally, there are some interesting books on the ancient sport of cock-fighting—the breeding, training, and pitting of gamecocks. To mention a few: *The Cocker* (1814) by W. Sketchley;

the edited work Cock-Fighting and Game Fowl the Note-Books of Herbert Atkinson (1938); Courage: The Story of Modern Cockfighting by Tom Pridgon (1938)."

In a 1993 memorial to Gwin [ALIN, 19(8/9):17, Aug/Sept 93], John L. Skinner of the American Poultry Historical Society stated that "Dr. Gwin pursued a lifetime interest in poultry to gain national recognition as an educator, administrator, promoter, and one of the world's most persistent collectors of poultry literature." Dr. Gwin's collection of poultry papers and books at the National Agricultural Library, Skinner said, is "recognized as one of the world's most complete poultry information resources."

Skinner also outlined Gwin's career and contributions to poultry science and business:

"Dr. Gwin's education included a B.S. in Poultry Husbandry, University of Connecticut; an M.A., American University; and a Ph.D., Cornell. He served in every phase of the poultry industry; as a military procurement officer in WWII; as a regulatory official in grading and inspection; as a professor of poultry husbandry; as a Director of Extension (University of Maryland); as a marketing manager for a major feed supplier; as general manager of the Poultry & Egg National Board; and as Professor of Marketing (University of Illinois, Edwardsville). Dr. Gwin was a charter member of the American Poultry Historical Society, served as its president (1960-62), and was elected to the American Poultry Hall of Fame in 1977. Gwin's awards and honors would fill a college textbook, and much of the poultry and egg grading system in place today is a result of his groundwork."

Gwin retired from the Ralston Purina Company in 1964 and resided in St. Louis, Missouri. He was born in Blair County, Pennsylvania, in 1906, and died July 10, 1993.

or many years NAL has had an ongoing project to catalog the materials in the Gwin Collection. Other special collections in the National Agricultural Library related to poultry include records, files, and collections (such as poultry illustrations and cartoons) donated by the American Poultry Historical Society, and the American Poultry Hall of Fame. These special collections greatly enhance the research value of NAL's extensive holdings of books and periodicals related to poultry sciences and industry. A major NAL publication in this area was the World List of Poultry Serials, issued in 1989. The information on poultry serials and cataloged special collections is accessible through NAL's database, AGRICOLA (AGRICultural OnLine Access), which in turn is available online and on CD-ROM.

AL's publication of the "Register" of Gwin's papers is another step in the process of making

the contents of the collection known to the public and providing users quick access to the materials. It was issued in USDA's series, *Bibliographies and Literature of Agriculture*, Number 128.

F or additional information about the Gwin or other Special Collections, contact:

Special Collections Section National Agricultural Library ARS, USDA 10301 Baltimore Avenue, Room 300 Beltsville, Maryland 20705-2351

Telephone: (301) 504-5876 TDD/TTY: (301) 504-6856 FAX: (301) 504-5675 Internet: speccoll@nal.usda.gov

To obtain a copy of *The James M.* Gwin Poultry Collection: a Register of His Papers in the National Agricultural Library, send a self-addressed mailing label with your request to the address above.



photo courtesy of NAL Special Collections

A portion of the exhibit of rare books from Dr. Gwin's collection at the time of the donation ceremony.

Horn Is ARS Administrator

On October 16, 1995, Secretary of Agriculture Dan Glickman announced the appointment of Dr. Floyd P. Horn as Administrator of the U.S. Department of Agriculture's Agricultural Research Service.



USDA photo Floyd P. Horn

As administrator of ARS, Horn oversees the management of USDA's agricultural research arm. This includes national and international research in improved crop and livestock production, pest management, livestock diseases, food safety and biotechnology, human nutrition and sustainable agriculture.

"Floyd Horn has a strong distinguished history at ARS. He has served for 24 years as a scientist, a research leader, and in administrative positions for the agency. He brings a wealth of experience to the position with an extensive background in research and in management, "Glickman said. "From his service as our Deputy Under Secretary of Agriculture for Research, Education, and Economics, I know that his knowledge and effective leadership skills will be valuable assets in promoting excellence in agricultural research."

Horn served as the Deputy Assis-

tant Secretary of Agriculture for Science and Education — then following USDA's reorganization — Deputy Under Secretary and Acting Under Secretary of Agriculture for Research, Education, and Economics during the period from October 1994 to October 1995.

From January 1987 until October 1994, Horn was the Director of ARS's Southern Plains Area based in College Station, Texas. In that post, he provided leadership for all ARS research in Oklahoma, Texas, New Mexico, and Arkansas as well as agency programs in Mexico and Central America.

Horn began his career with ARS in 1970 as a research animal scientist at its Grazinglands Research Laboratory, formerly known as the Forage and Livestock Research Laboratory, in El Reno, Oklahoma. He was appointed as the Director of that same lab in 1973 before becoming the Associate Area Director for the Northern States Area based in St. Paul, Minnesota, in 1985, and served in that position until 1987.

The author of numerous professional publications, Horn has presented papers by invitation in sites across the globe. Horn has been recognized for his initiative and dedication in the development of research programs and received the Presidential Rank Award for Meritorious Service in 1992. For his numerous efforts in Equal Employment Opportunity and Workforce Diversity, he received the USDA Honor Award in 1994. In recognition of his international outreach work with Mexico, he was awarded the Doctor Honoris Causa from Universidad Autonoma de Nuevo leon in September 1995.

A native of Winchester, Massachusetts, Horn earned a B.S. degree in animal science from the University of Maine, in Orono, and a Master of Science and Ph.D. degrees in ruminant nutrition from West Virginia University in Morgantown.

Editor's Note: This article updates the biography of Dr. Horn in the October-December 1994 issue of ALIN, Vol. 20, Nos. 10-12, page 21, at the time of his appointment as USDA's Deputy Assistant Secretary for Science and Education.



André Detailed to Ft. Collins

On May 2, 1996, Floyd P. Horn, Administrator of the Agricultural Research Service (ARS) informed the ARS Administrator's Council: "I am pleased to announce that Pamela O.J. André has accepted a two-month detail as the Acting Associate Director, Northern Plains Area, in Ft. Collins, Colorado. Ms. André has been serving in top level positions at the National Agricultural Library (NAL) for 12 years and has been its Director since November 1994."

In accepting this temporary assign-

ment, which begins on May 6, Ms. André said, "I am pleased to have this opportunity to learn first-hand about the programs and operations of the Agricultural Research Service. This experience will be invaluable to me in planning for service enhancements for ARS researchers and other members of the agricultural community."

Dr. Horn also stated that filling behind Ms. André as the Acting Director, NAL, for this period will be Keith W. Russell. Mr. Russell came to the Library in 1984, serving as its Associate Director for Public Services for many years. Since May 1995, he has been NAL's Deputy Director.

Sines Heads Library **Automation** Branch



photo: D. Starr

Grace Sines

In December Gary McCone, NAL Associate Director for Automation, announced that Grace Sines had been appointed to head the Library Automation Branch (LAB), effective December 24, 1995. The Library Automation Branch provides end-user support for microcomputer systems and applications, trains library staff for microcomputer and Internet-related applications, installs and maintains internal NAL network infrastructure, provides external users access to NAL electronic resources such as those on the world wide web and gopher, provides NAL access to the Internet, programs systems serving NAL network applications, and administers systems.

Sines joined the library staff in March 1985 as a computer programmer in the Information Technology Group where she developed functional specifications, flow charts, and programming code in support of AGRIC-OLA production, assisted with Cooperative Cataloging System specifications, and assisted with testing bibliographic records for ISIS, NAL's In-

tegrated System for Information Services, then in early stages of development. In October 1987, Sines became a computer specialist in the Library Automation Branch. In that position she managed activities of the microcomputer unit and served as the NAL Microcomputer Coordinator, directed two agency-wide microcomputer contracts, developed and taught NAL's first in-house training programs for microcomputers, established and administered the library's Microcomputer Training Program, recommended system configuration for Eastern European countries, and established and administered NAL's Microcomputer Liaison Program.

In June 1992, Sines became the supervisor of the End-User Support and Training Group in LAB, which included the work of all of the staff in the areas in which she had been working. In addition Sines chaired the subcommittee for Electronic Research Databases - a part of NAL's Electronic Information Initiative, wrote specifications and administered contracts for the wiring for the NAL internal network, recommended and coordinated implementation of microcomputer solutions and training for the Egyptian National Agricultural Library and cooperating university libraries in Estonia, Lithuania, and Latvia, and supervised a team of professional staff operating a centralized, multi-system end-user support center.

A graduate of the University of Maryland, Sines has a B.S. in Management and Technology with a concentration in Computer Sciences.

Yvonne Washington-Woods Is NAL **Administrative Manager**

In early May NAL Deputy Director Keith Russell announced that Yvonne Washington-Woods has been appointed NAL's Administrative Manager, effective May 12, 1996. She had been acting in that position through a detail from the Agricultural Research Service (ARS) since January 29, 1996, following the transfer of her predecessor, Marlene Taylor, to the National Institute for Standards and Technology as deputy director of its library.

In this position Washington-Woods manages the library's personnel, financial management, procurement, property and facilities management, and other administrative programs, and supervises the staff responsible for them. In a statement in January at the beginning of the initial 90-day temporary period, Washington-Woods indicated the goals which she has accomplished in the meantime: "During my detail I hope to bring some new ARS procedures and software to the NAL, which will enhance the programs already established in the library." These will enable the reduction of paperwork in the procurement of supplies, equipment, and services and will provide for the processing of vouchers, forms, and other paperwork related to travel, procurement, etc., electronically, thereby



photo: J. Swab

Yvonne Washington-Woods

also speeding up the whole process. "I am excited about being detailed to the library," she said, "and I look forward to meeting and getting to know the NAL family and being a member for the next 90 days." The staff joined Russell in welcoming Washington-Woods as the new Administrative Manager.

Yvonne Washington-Woods has been with the Federal Government for

21 years. She came to the Beltsville Area of the Agricultural Research Service in 1990, and for the last six years has served as a Location Administrative Officer (LAO) at the Bioscience and Walnut Grange Service Centers. Prior to her LAO assignment she spent 16 months in the ARS Location Administrative Officer Training Program and two years as secretary to the National Seed Storage Laboratory in Fort Collins, Colorado. The remainder of her government career was spent in the U.S. Air Force as an office manger and paralegal, concluding her active duty as a Tech Sergeant.

Lemon Is NAL's Budget & Fiscal Analyst



photo courtesy of D. Lemon
Diana Lemon

In September 1995 Diana Lemon was appointed NAL's new Budget and Fiscal Analyst. She had been acting in this position since the retirement of Celine Gilheany earlier in 1995.

Lemon came to her new role with 13 years of experience in the NAL Administrative Office, during which she held progressively responsible positions. Immediately prior to this appointment, she served as Administrative Support Specialist responsible for developing the full array of finan-

cial documents to support the NAL budget.

In her new position, Lemon assumed responsibility for overseeing NAL financial management activities. She is a key participant in all NAL budget planning activities, including preparation of the Library's Annual Resource Management Planning System (ARMPS) documents.

In addition to her experience in NAL budget and fiscal work, Lemon brings to the position a broad knowledge of NAL positions, programs, and services. Since joining NAL in 1980 Lemon has been dedicated to NAL's mission, having served also as an administrative support assistant and secretary in NAL's administrative office, and as a secretary in the Reference Branch and the former Field and Special Programs Division. Her USDA experience also includes 3 years in other parts of the Agricultural Research Service before coming to NAL.

Lemon was born in Washington, DC, and has lived in Maryland for more than 20 years. She and her husband, Tom, have 2 young sons. In her free time Ms. Lemon enjoys working on ceramics, which she fires in her own kiln.

Hanfman Detailed to REE

Deborah Hanfman began 1996 with a temporary assignment to serve as Special Assistant to Dr. Karl Stauber, Under Secretary for Research, Education, and Economics. One of her major tasks is to coordinate USDA's active involvement in the 9 high-level committees of the President's National Science and Technology Council (NSTC).

The NSTC was established by President Clinton in November 1993 as a Cabinet-level council to coordinate science, space,



photo: D. Starr Deborah Hanfman

and technology R&D policies throughout the federal government. It was a key recommendation of the National Performance Review. Hanfman works on a diversity of issues that involve USDA collaboration with the NSTC committees at the White House, provides liaison with the committees, and works with USDA representatives serving on the committees. Among many other duties, Hanfman was heavily involved in the planning and implementation of the successful USDA/REE Forum on Management of Insect Resistance to Bt (Bacillus thuringiensis), held April 15-16, 1996.

In 1993, Hanfman was nominated by NAL for the ComSci Fellowship Program*, a middle-management interagency program sponsored by the Department of Commerce. She was assigned to the White House Office of Science and Technology Policy for the 10-month fellowship. There she focused on science policy development, helped develop the organizational structure for two NSTC Committees (Fundamental Science and Health, Safety, and Food R&D), and wrote speeches for the President's Science Advisor and Associate Director for Science. "The ComSci Fellowship has broadened my understanding of science and technology and how agriculture fits into the big picture," Hanfman says.

A subsequent one-year extension as a USDA Federal Representative enabled Hanfman to plan and implement a national forum on health, safety, and food R&D at the National Academy of Sciences, and to coordinate the development of an important NSTC policy document. "Hanfman stated, "I am grateful that NAL has given me this excellent opportunity. This organization has always been very supportive of staff professional growth and training. I believe that the flexibility offered by this library is unique—it facilitates creativity, idea sharing, and new information applications."

Before this series of temporary assignments, Deborah Hanfman served as Coordinator of NAL's Aquaculture Information Center beginning in 1984 when she came to NAL from what was formerly the Animal Parasitology Institute of USDA's Agricultural Research Service. "My initial work within NAL's Public Services Division was a real eye opener. I was impressed with the sheer wealth and breadth of agricultural literature and knowledge within the collection. This exposure brought home the great importance of national and university libraries in managing and communicating scientific research."

Hanfman's contributions to the library are many, including her early work in exploring the utility of expert advisory systems, laser disc development, and hypertext applications. Her leadership efforts within the Aquaculture Information Center stimulated collaboration and cooperative projects such as interagency publications generated under the auspices of the Joint Subcommittee on Aquaculture,

several international aquaculture projects on information technology with FAO in Rome, a two-year USDA Evaluation Study — National Profile of Information Services in Aquaculture, and a State Network Project. "I am very fortunate to have had such creative and dedicated staff over the years in the Aquaculture Information Center. They would see a vision for improving information dissemination and then run with it to the very end! The ongoing NAL Volunteer Program has also been a blessing and enabled the center to do a lot with very limited resources."

*Mary Lassanyi (Coordinator, Agricultural Trade and Marketing Information Center) and Jean Larson (Coordinator, Animal Welfare Information Center) also served as past ComSci Fellows.



photo: J. Swab

Sally Anger

NAL Staff Recognized Professionally

Hayes Receives FLC and TTS Awards

In November 1995, Kate Hayes, Coordinator of NAL's Technology Transfer Information Center, received the Outstanding Service Award of the Federal Laboratory Consortium for Technology Transfer (FLC). The annual award recognizes the sustained support and/or service of individuals who are not currently FLC representatives or alternates. Kate was recognized for her development of the Tapping Federal Technology: Inventions, Expertise and Facilities handbook, and Protocols between the FLC, National Technology Transfer Center, and the Regional Technology Transfer Centers, as well as for serving as the Chair of the FLC Information Systems Committee.



photo courtesy of K. Hayes

Kate Hayes, NAL's TTIC Coordinator, received FLC's 1995 Outstanding Service Award for her sustained support and service to the consortium.

Earlier in the year, Ms. Hayes received a *meritorious service award* from the Technology Transfer Society (TTS) in recognition for her "extraordinary contributions to the transfer of knowledge to the Society."

Anger Receives Nutrition Education Award

Sally Anger, a University of Maryland faculty member working at NAL's Food & Nutrition Information Center (FNIC), and the author of the article on "Dietary Guidelines" in this issue of ALIN, was honored at the Annual Meeting of the Society of Nutrition Education with the Outstanding Nutrition Education Award for Recent Graduates in July 1995. The award recognizes an "individual who has made a significant contribution to the profession of nutrition education by demonstrating leadership, creativity, innovation, a contribution to the community, and exceptional competence in nutrition education within seven years of their most recent degree." This is a very prestigious award in the nutrition education community.

At the time Sally Anger had been working with the FNIC staff a relatively short time, having come to NAL in April 1995 through an interagency agreement with USDA's Food and Consumer Service (FCS). In FNIC Anger works on the FCS Healthy School Meals Resource System, building a database of evaluated training programs and other resources and making the information available

electronically and in hardcopy to schools and professionals throughout the U.S. As part of the project, a budget was provided that will significantly help maintain and build the nutrition education collection at NAL. For more information on the Healthy School Meals Resource System see the FNIC pages on the Internet World Wide Web at URL:

http://schoolmeals.nal.usda.gov:8001

Anger brings a great deal of experience in the nutrition education arena to the work she is doing with FNIC. She moved to the D.C. area from Pennsylvania where she had been a Nutrition Education and Training Coordinator in the Pennsylvania Department of Education and a Public Health Nutritionist in the Pennsylvania Department of Health, had been the Division Chair, Allied Health, at the Central Pennsylvania Business School, and had other professional experience in the nutrition and nutrition education fields.



photo: J. Swab Claudia Weston

Weston & Zidar Receive ICD Award

In another 1995 recognition ceremony, Claudia Weston and Judi Zidar received the International Honor Award for "outstanding contributions in advancing agricultural information technology in the Baltic countries." The award was presented by International Cooperation and Development (ICD), of USDA's Foreign Agriculture Service, and stems from an ICD-funded project to install CD-ROM workstations and provide training to Baltic agricultural librarians.

Weston and Zidar travelled to Latvia in August 1994 to provide training in the use of microcomputers, including various software packages and CD-ROM databases. [See "NAL Conducts Computer Training in the Baltics," ALIN, 21(1-3):10-12, Jan-Mar 95.]

NAL also thanked Grace Sines and her staff in NAL's Library Automation Branch, who were instrumental in the success of this project. They provided expertise in selecting appropriate equipment and in locating and arranging for vendor delivery.



photo: J. Swab

Judi Zidar

Birckhead Volunteers in Global Change Program

Norine Birckhead has been a volunteer working with Robbie Rand in NAL's Global Change Program and the Global Change Assisted Search for Knowledge (GC-ASK) project of the United States Global Change Research Program (USGCRP) since November 1994. She has provided administrative and technical assistance and support by reviewing technical design documentation and implementation plans, designing and implementing a file plan for the office, assisting with the development of a home page policy for the USGCRP, inputting data for

published papers and announcements, and searching the Internet for environmental list-servs in support of the cooperative USDA survey for potential users of the USDA sponsored World Data Center-A for Terrestrial Ecosystems at Fort Collins, Colorado.

Before beginning her work with NAL, Birckhead had spent ten years as an officer in the Air Force as an Acquisition Program Manager.

Her last active duty position was as Executive Director for Administration, Air Force Systems Command Directorate of Requirements, which served as the liaison between program managers in the field and the Pentagon. Her volunteer work at NAL began as she recovered from a bone-marrow transplant for leukemia.

Birckhead, a native of the Eastern Shore of Maryland, earned her Bachelor of Business Administration

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photo: J. Swi Norine Birckhead

at Howard University and her M.S. in Systems Management at the Florida Institute of Technology. She lives in Mitchelville, Maryland, where her leisure time includes reading and photography.

-Joseph N. Swab

North Retires After 40 Years

On March 2, 1996, Donald North retired after more than 40 years of government service, all of it with the National Agricultural Library. He joined the library staff in May 1955 when the library was known as the Department of Agriculture Library and was located in the South Agriculture Building in Washington, DC (still the location of NAL's D.C. Reference Center). North began his library career retrieving and shelving materials in the library stacks, and after about two years moved to Cataloging to the Book Prep Unit which prepared cataloged materials for the library's collections. He remained in Book Prep until several years after the National Agricultural Library's move to Beltsville, and then moved into data entry for Cataloging, then Indexing, and back to Cataloging where he has been doing cataloging and inputting data until his retirement. He was also responsible for making data corrections in NAL's LC cataloging and merging subject headings. Over his years of service with the library, North also served on numerous library committees and project teams.

Among his major retirement plans, Donald expects to spend much time golfing and bowling, aiming to regain the ability to beat competitors who have gained skill during their retirements. He will also be enjoying life with his family, including two grown children, a 2-year-old child, seven grand children, and one great grandchild. Although he is looking forward to his retirement, Donald said, "I will miss the people at NAL!"

-Joseph N. Swab



Donald North with his family at his retirement luncheon.



photos: J. Swab

Donald North



Cornelius McKissick, a life-long friend of Donald North who retired from NAL a few years ago, was MC and one of many who spoke at North's retirement luncheon.



Donna Collins, supervisor of monographic cataloging, presents Donald North with an award and gifts from the library staff.

In Memoriam, Henry G. Gilbert

Henry G. Gilbert, 1930-1996, a reference librarian at the National Agricultural Library since April 1969, died on Friday, April 12, 1996. He had been recovering from a bone marrow replacement operation last year to fight against non-Hodgkin's lymphoma, and had returned to work for several months before succumbing to pneumonia.

In addition to his work in Reference, which began a month prior to the library's move to Beltsville from the former library location in the South Building, Washington, DC, Gilbert was for several years NAL's librarian for the U.S. National Arboretum, and he was until recently the curator of the library's Nursery and Seed Trade Catalogs Collection. Prior to joining the NAL staff, Gilbert held positions with various agricultural organizations, including experiment stations and garden centers, and was a Plant Quarantine Inspector for the USDA at the Port of New York.

His academic background included an associates degree in horticulture from the



Photo: D. Starr Henry Gilbert

State University of New York, Farmingdale, a bachelor's in entomology from the University of Georgia, Athens, and a master's in library science from Pratt Institute, Brooklyn, New York.

> On May 15, 1996, the staff of the National Agricultural Li

brary held a memorial ceremony and planted a tree in Gilbert's honor. Members of Gilbert's family, a majority of the NAL staff, numerous retired or former NAL staff, and other USDA employees attended. Speakers included colleagues from the Reference and User Services Branch, other units of the library, and NAL management. A Heritage* birch (Betula nigra "Heritage") was planted in Henry Gilbert's memory on the banks of the NAL pond. A memorial marker will be placed near the tree at a later date. A memorial fund in Gilbert's name has been donated to the Oncology Wing of Holy Cross Hospital in Silver Spring, Maryland, where Gilbert received his bone marrow transplant.

*"Heritage" is a cultivar of a native birch found in the wild along the banks of streams, ponds, and swamps. It is particularly suited to areas which are wet part of the year, yet dry in summer and fall. Heritage is also resistant to bronze birch borer and has great resistance to heat and cold. The attractive bark exfoliates into salmon-white papery plates when the trunks and branches are 2" in diameter.

-Joseph Swab & Carol Kopolow

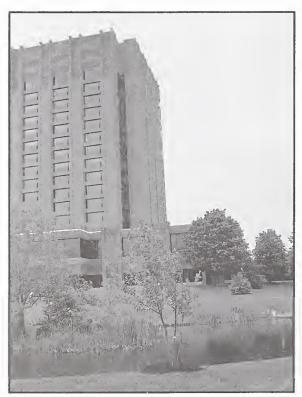


photo: J. Swab

The Heritage birch planted on the near bank of the NAL pond in Gilbert's honor.

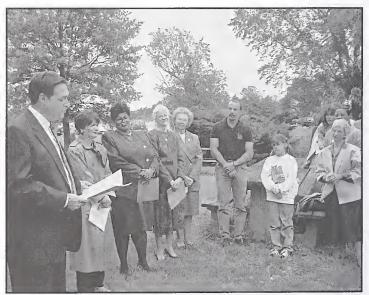


photo: J. Swab

Speakers at the Gilbert Memorial Ceremony: (L-R) Keith Russell, Maria Pisa, Alvetta Pindell, Carol Kopolow, Jayne MacLean, Drew Tracey (Gilbert's nephew—with his daughter), and Shirley Paull.

In Memoriam, Andrew Kalinski

Dr. Andrew Kalinski, 48, a molecular biologist working in the Plant Genome Data and Information Center through a cooperative agreement with the University of Maryland, died on October 7, 1995, from complications related to cancer. Kalinski left a legacy of scientific accomplishment and touched many lives with his professionalism and friendship.

"Andrew was a colleague of high character, intelligence, and diligence who will be greatly missed by all who had the good fortune to know and work with him," said Dr. Susan McCarthy, PGDIC coordinator. "He accomplished much while he was with us and will always be remembered by the Plant Genome Data and Information Center staff."

Kalinski was born in Warsaw, Poland, and graduated from the University of War-

saw, where he received a master's in biophysics and a doctorate in biochemistry. After graduation, he served as an assistant professor in the University's Department of Biochemistry.

In 1978, Kalinski came to the United States as a visiting scientist with the Roswell Park Memorial Institute in Buffalo, New York. He moved to the D.C. area and joined the staff of USDA's Beltsville Agricultural Research Center (BARC) in 1984. There he held several positions in the Plant Molecular Biology, Nematology, and Seed Research Laboratories. He was the author or co-author of over 25 peer-reviewed publications, and seven GenBank nucleic acid sequence entries.

In the ARS laboratories, Kalinski worked with plant



Andrew Kalinski

physiologist Dr. Eliot Herman. He studied oleosin genes in soybeanproteins found in the membranes of soybean seed oil bodies. This work is important in understanding how seed oil is accumulated. Later, he shifted his studies to the expression of proteins in vegetative cells of soybean plants including BiP and thiol protease. His work in these projects was published in: Plant Molecular Biology; Journal of Biological Chemistry; and Planta.

Herman said of his colleague and friend: "His scientific work was best characterized by its carefulness and quality. Each individual piece of data that Andy would obtain would be the best possible outcome for the experiment, and he was always seeking ways to improve his already high-quality ob-

servations."

In 1993, Kalinski joined the PGDIC staff as a technical information specialist. In this position, he handled many in-depth reference requests, specialized in nucleic acid sequence analysis, and compiled more than 25 PGDIC publications. One of his finest products, Plant DNA Libraries, is among PGDIC's most valuable resources, mainly as a result of Kalinski's in-depth subject knowledge.

Most recently, Kalinski developed a training course that showed scientists the resources available to them on the Internet via e-mail, and how to use three molecular biology e-mail servers. The course was extremely well-received by participants. One offered the following comment, "This is the best training class I have taken at BARC in the almost

10 years that I have been working here!"

Survivors include his wife, Krystyna Bialek-Kalinski, and two daughters, Iwona and Monika Kalinski, of Silver Spring, Maryland; his parents, Marian and Joanna Kalinski of Warsaw, Poland, and a sister, Malgorzata.

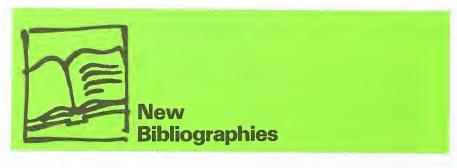
-Plant Genome Data & Information Center

In Memoriam, Morton M. Tepper

Morton M. Tepper, a library technician retired from the National Agricultural Library, died on December 26, 1995. At the time of his retirement Mr. Tepper had worked many years in what is now NAL's Document Delivery Services Branch. He was also a retiree from the U.S. Air Force. In his later years he was a resident of the Hebrew Home of Greater Washington. Interment was at Arlington National Cemetery on January 4, 1996.



Keith Russell eulogizes Henry Gilbert. About a third of the participants can be seen in this photograph.



The bibliographies in the Quick Bibliography series are primarily computerized online as batch bibliographies emanating from searches performed by the NAL Public Services Division Staff in response to customer requests. Searches are selected for inclusion based on the currency of the topic, interest among clientele, and probable value to a larger audience. Since October 1988, all QB's include search strategies. Unless otherwise specified, citations are from AGRICOLA.

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Reference Branch, Room 100 National Agricultural Library, USDA, ARS 10301 Baltimore Avenue Beltsville, MD 20705-2351

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[EDITOR'S NOTE: This listing corrects an ALIN error in the January-March issue which included incorrect compilers names. Those who ordered copies received correct publications.]



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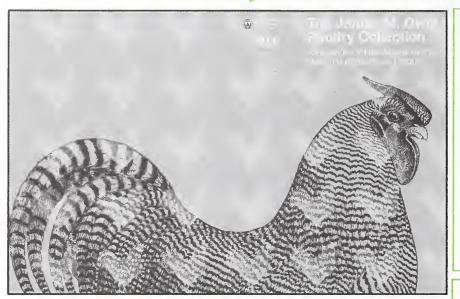
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NAL - A Poultry Connection





Cover of *The James M. Gwin Poultry Collection: A Register of His Papers...* For story on Gwin, his collection, and the new register, see pages 15-17 of this issue of *ALIN*.

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